



Help employees with disabilities return to work

To help make Ontario accessible to people with disabilities, the Accessibility Standard for Employment requires many organizations in the province to support employees who have been away from work because of a disability. This summary will help you find out what you need to do.

When do I need to comply?

This requirement is being phased in over time, to give smaller organizations and private companies time to prepare.

Government of Ontario		2013
Public Sector Organizations	50+ employees	2014
	1-49 employees	2015
Private sector & non-profit organizations	50+ employees	2016
	1-49 employees	N/A

What do I have to do?

Outline the steps you will take to help your employees return to work when they:

- have been absent because of a disability, and
- need some form of disability-related accommodation to return to work.

How do I do it?

When you outline the steps you will take to help your employees return to work, consider employees who have temporary, recurring and permanent disabilities. For example, accommodations may be appropriate when an employee:



- has a broken leg after a ski trip
- is undergoing cancer treatment, such as chemotherapy
- has a mental illness, such as depression, or
- has a disease that causes an evolving or worsening disability, such as amyotrophic lateral sclerosis (ALS, also known as Lou Gehrig's Disease).

Determine whether your employees will need some form of employment-related accommodation to effectively return to work. If so, you also need to create an accommodation plan.

You have the flexibility to help your employees return to work in a way that suits your organization's culture and business practices. For example, you may already have a return-to-work practice in place. You can build on it to meet this new requirement.

Want more detailed information?

[Find out more about accommodation plans.](#)

[Read our policy guidelines.](#)

The Accessibility Standard for Employment is part of the Integrated Accessibility Standards Regulation 191/11. [Read the regulation](#) to find out more.